

**TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE**



FISCAL NOTE

HB 2315 - SB 2449

March 11, 2012

SUMMARY OF BILL: Delays the implementation of the new teacher evaluation system until the 2012-2013 academic year.

ESTIMATED FISCAL IMPACT:

Increase State Expenditures - \$315,000/One-Time

Increase Local Expenditures - \$29,400,000/One-Time*

Assumptions:

- The new TEAM teaching evaluation model is currently in use.
- Current law requires the state and local education agencies to keep using the old teaching evaluation model until the TEAM model is implemented.
- According to the Department of Education, the state and local government will continue to implement TEAM activities but the scores will not be used for decision-making.
- The previous evaluation model will be re-implemented for the remainder of the current 2011-2012 academic year.
- The previous evaluation framework required the evaluation of professional educators once every five years and a performance assessment twice between evaluations. The evaluation of apprentice teachers will require three observations this year.
- According to the Department of Education, an immediate refresher course will be held on the previous evaluation framework. DOE estimates that a total of 4,000 evaluators will attend. The cost for this course will be \$50 (training and space fees) per person or \$200,000 (\$50 x 4,000).
- One-time travel and training costs for refresher framework evaluation training is estimated by DOE to be \$15,000 (10 trainers x 10 trips x \$150 travel costs per day).
- The DOE will modify their computer system to track required components in the old framework, for a one-time increase in state expenditures of \$50,000.
- The increase in staff time that will be devoted to the reimplementation will be done by one additional person who will be hired for five months at a cost of \$50,000 in salary and benefits. The salary and benefits are based on assumptions by DOE on the past TEAM trainer position.
- The total one-time increase in state expenditures will be \$315,000 (\$200,000 training + \$15,000 trainer travel + \$50,000 computer system + \$50,000 position for five months).
- There are 58,265 professional teachers.

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- DOE estimates that one-fifth of professional educators (11,653) will require a full evaluation and that two-fifths of professional educators (23,306) will require a performance assessment. Professional teachers will require two full observations for the full evaluation ($2 \times 11,653 = 23,306$) and half of a full observation for the performance assessment ($23,306 / 2 = 11,653$). A total of 34,959 observations ($11,653 + 23,306$) for professional teachers will be needed.
- There are 4,023 apprentice teachers.
- Apprentice teachers will need a total of three observations each for a total of 12,069 ($4,023 \times 3$).
- A total of 47,028 evaluations will need to be performed in the 2011-2012 academic year.
- These evaluations cannot be performed by existing LEA staff.
- LEAs will be required to hire additional outside contract evaluators at a salary of \$25,000 per evaluator.
- Based on formation provided by the DOE, 1,176 contract evaluators will be hired resulting in an increase in one-time local expenditures of \$29,400,000 ($1,176 \times \$25,000$).

**Article II, Section 24 of the Tennessee Constitution provides that: no law of general application shall impose increased expenditure requirements on cities or counties unless the General Assembly shall provide that the state share in the cost.*

CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.



Lucian D. Geise, Executive Director

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